

# Tension Shifting Session

The facilitator needs to read the facilitation tips before the session.

**Pre meeting** - Agree the facilitator and notetaker.

## Check-ins (5 mins)

Could be one thing you're grateful for, how are you feeling, and what would make it easier for you to be present in this meeting today

## Regenerative cultures Reminder

Ask if someone wants to share something that has been moving them recently. If no one is moved to share something: go with a Regenerative Cultures reminder.

## Updates

Before diving into the tension shifting meeting, ask if there are mission critical updates for the group. Facilitation Tip: don't let it become a discussion about each project. This is just for essential updates only!

## Feedback & Tension Shifting

Facilitation Tip: explain the importance of feedback to learning how we can do our work better.

## Prepare for shifting

- **Check** openness for feedback (1 min)
  - Show of fingers 1-5, how available are you to receive feedback?
- **Journal** any tensions since the last tension shifting session individually (4 min)
  - **Identify** any that emerge as most significant.
  - People to put their 1 major tension on a shared google doc (as a record of tensions emerging)
- **Read** through each other's tensions (2min)
- **Internal mood checker** - supported by the facilitator (5 min)
- **Sort** the priorities (4 min) - The facilitator sorts tensions in order of significance (example of categories below):
  - Emergency / High Intensity
  - Regarding group functioning & relationship with whole group
  - Individualised & Interpersonal Tensions
  - -> **Check Consent** to agree on priorities

## Shift Tension

- **Understand** and hear the person's tension
  - Ask person to share more
  - Practice Active Listening (mirroring what has been heard)
  - Give space for clarifying questions
  - Try to hear the person
- **Explore** possibilities for shifting
  - Brainstorm: What ideas might meet the needs?
  - Variety of possibilities
- **Decide** next steps with your normal decision making process
- **Check** whether tension feels shifted

Facilitation Tip: Repeat if there is time for a second or third tension

## Recap conclusions & celebrate

- Review APs & Agreements
- Move any leftover tensions to the next Tension Shifting session (agree when this will be)
- Does anyone need any support?
- Celebrate

## Check Out (5 mins)

- Round of: How everyone is feeling at the end of the meeting?
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